

EAST BAY LABOR JOURNAL

THE ONLY OFFICIAL NEWSPAPER OF ORGANIZED LABOR IN ALAMEDA COUNTY

Owned, Controlled and Published by Central Labor Council of Alameda County—AFLCIO and Building and Construction Trades Council of Alameda County—AFLCIO

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from the EDITOR'S CHAIR

FROM THE PAST

Back in 1937, the San Francisco Examiner published a Golden Jubilee edition to celebrate the first 50 years of Hearst ownership of the Hearst chain's first newspaper.

It was full of nostalgia for the pre-earthquake Bay Area and some back-patting, like the story under this headline:

"EXAMINER ALWAYS WORKERS' FRIEND

Notable Crusades Mark Fight Through Years"

Al Thoman of Carpenters 36 brought the edition in last week and thought that the "workers' friend" claim might be interesting in view of Hearst's disputes with its employees in San Francisco and Los Angeles.

Actually, it probably was interesting to the man who wrote it, since newspaper editorial workers were fighting to establish the Newspaper Guild in the Bay Area in those days, and they hadn't seen much "friendship" by Hearst management for their efforts.

In 1938, as a matter of fact, the Guild was pushed to a strike vote to get a union shop with the city's newspapers including the Examiner. They succeeded without a strike, but it was touch and go.

Anyway, we haven't noticed any "workers' friend" claims for Hearst management these days.

★ ★ ★

"NEWSPAPERMEET lots of interesting people," is the old saying—mostly other newspapermen." If that's true, they've been meeting plenty of interesting people lately. The unity of the various newspaper crafts is so close, a visit to the joint headquarters of the 12 newspaper unions showed, that it could be called togetherness.

On Mission Street, striking Mailers were carrying their signs. Backing them up were the members of the other unions' wearing armbands declaring that they weren't going through a picket line.

And they meant it as per this sample of a conversation among a newspaper librarian, ad salesman, printer and representatives of a couple of other crafts:

"We have to show them that we're sticking together."

"Otherwise, we're all done for."

"We've got to show them."

This is the answer to years of mergers, staff cuts and stalled negotiations.

They are sticking together and they will show them. With everybody's support, they'll show them faster.

OFFICIAL NOTICES

Correspondents columns will be found on pages 4 and 5 of this edition of the Labor Journal. Unions will find notices of important meetings called by their officers on page 6.

Labor rallies against imported scab threat

Contract aid in pay claim fight urged

Since the Reagan administration insists that unions take on the state's job of prosecuting union members' wage claims, unions should promptly negotiate contract language excluding such claims from the grievance-arbitration process.

That, labor attorney Victor Van Bourg told a conference of labor representatives, is an answer to the Reagan labor commissioner's policy of referring unionists' claims back to their unions, a policy he charged violates the State Labor Code.

NOTIFY COMMISSIONER

And, he said, unions should immediately notify their area labor commissioners that wage claims are the labor commissioner's responsibility and unions will continue to refer them to the state, when they do not involve disputes on contract interpretation or application.

Van Bourg spoke to 115 union leaders from a half-dozen Bay Area counties at a conference in Oakland sponsored by the Alameda County Central Labor Council and the University of California Center for Labor Research & Education.

The original plan had been for Van Bourg and Labor Commissioner William Hern to speak, allowing Hern a forum to explain his controversial policy on union

MORE on page 8

Acorn Project is progressing

First concrete on the Building Trades Council-sponsored Acorn Project is scheduled to be poured next week for a four-unit model building with the \$7,900,000 middle-income housing development.

Next concrete pouring will take place three to four weeks later, a contractor's representative said. Underground plumbing work and site preparation and fill are continuing, meanwhile.

The model for which concrete is to be poured next week is planned to be completed early. Most model units will be ready next summer.

The total 479-unit project is expected to be ready in early 1969 under a \$7,900,000 mortgage commitment by the Federal Housing Administration. Two non-profit corporations will carry out the BTC's responsibility for management and ownership.



PICKET DUTY is chilly in January, so these San Francisco newspaper workers are warming themselves at an outdoor fire behind the building occupied by the Chronicle and the Examiner in San Francisco. Wood for the warmup blaze is regularly delivered by Teamster members. These men are members of the Typographical Union, one of 11 unions backing up the Mailers' picket lines.

Boycott Hearst, say L.A. unions

Representatives of Los Angeles unions, fighting a scab-run operation inside the picket line at the Hearst Herald-Examiner, are appealing to all union members not to buy Hearst magazines, newspapers and books.

And, the Herald-Examiner Joint Strike-Lockout Council, representing 2,000 working people, urged union members to cancel any subscriptions to Hearst publications. Here is the list of publications owned by the multi-million dollar Hearst empire:

MAGAZINES — Cosmopolitan, Good Housekeeping, Harper's Bazaar, House Beautiful, Popular Mechanics, Town & Country, Motor, Motor Boating and Sports Afield.

BOOKS — Avon.

NEWSPAPERS — L. A. Herald-Examiner, S. F. Examiner, Seattle Post-Intelligencer, San An-

Nominations, election set for Labor Council Trustee

Second nominations for trustee of the Alameda County Central Labor Council will be held at the council meeting next Monday, January 29.

The election will take place at the Monday, February 5 meeting.

ton, Texas, Light; Boston Record and American, Baltimore News-American, Albany, N.Y., Times-Union and The Knickerbocker News.

Council backs pension plea by EBMUD workers

The Alameda County Central Labor Council this week backed a union demand for consideration of State Retirement System coverage for East Bay Municipal Utility District employees and disclosure of details of the district's plan.

A representative of East Bay Municipal Utility District Employees Local 444 told the council that the state system offers advantages in benefits and lower employee contributions to the district's plan.

The council also referred the matter to its executive board for consideration of possible further action.

Representative Robert M. McLane of Public Employees Council 49, speaking for Local 444, declared that taxpayers pay a

MORE on page 8

Bargaining resumes in news strike

The labor movement in the Bay Area and Los Angeles zeroed in on newspaper strikebreakers this week.

In Los Angeles, where the struck Hearst Herald-Examiner has operated with imported scabs since December 16, the county Federation of Labor called a top-level union parley to mobilize against the scab threat. Newspaper union leaders asked a labor boycott on Hearst publications.

In San Francisco, where no scabs had appeared, the Labor Council was to hold a similar session, holding that importation of professional scabs into California is a threat to all working people.

In Oakland, a threatening note was sounded by Publisher William F. Knowland of the Tribune, which had not been struck.

He told editorial employees in a bulletin board memo that they would work if the Mailers' strike spreads to the Tribune or face danger of being "permanently replaced." Tribune Guildsmen indicated they weren't buying any of that.

TALKS RESUME

Meanwhile, negotiations between striking San Francisco Oakland Mailers 18 and the merged San Francisco Newspaper Printing Company resumed Tuesday, but the Mailers warned against over-optimism.

The Mailers, after a year of stalling by management repre-

MORE on page 8

Take grievance to the computer

The electronic age poses a peculiar problem in connection with the labor commissioner's policy of sending union members' wage claims back for collection via union grievance or arbitration procedure.

Labor attorney Victor Van Bourg told last week's conference on labor law of a case in which workers got no paychecks because of a computer error. The company's records, however, showed that the checks had been paid.

"In a claim like this," Van Bourg said, "the labor commissioner's policy would say in effect — 'you've got a collective bargaining agreement so have an arbitration with that lousy computer'."

HOW TO BUY

Savings on purchases for home

By SIDNEY MARGOLIUS

Labor Consumer Advisor for Labor Journal

Copyright 1968

February is the month of sales on furniture, bedding, carpeting, curtains and drapes. These sales offer savings from 10 per cent on the regular open stock of well-known manufacturers, to 20-30 per cent on clearances of one of a kind pieces.

The price cuts this month are especially large on upholstered chairs and sofas, sofa beds and mattresses.

Furniture is one item on which comparison shopping can save large sums. The variation in price can be as much as \$100 on a \$400 dining room set. You also have to watch out for high-pressure selling by installment stores that advertise low-price specials but put on a real cold war to get you to buy higher-price goods.

Here are tips on furniture and other February buying opportunities:

FURNITURE COST CUTTERS:

Your best buys usually are Early American or Colonial furniture, in Oak or maple. Another good value is "contemporary" furniture, characterized by simple, straight lines and lack of ornamentation and even simpler in styling than "commercial modern." The "Danish" style furniture usually is contemporary. This furniture comes in walnut or rosewood.

The most expensive styles are the so-called "Provincial" and "Mediterranean," which feature more elaborate carving. The somewhat simpler "French Provincial" style often costs less than the elaborate Italian and Spanish styles.

In dining-room furniture more couples tend to buy table and chairs with perhaps one server and small buffet, rather than a complete set. In living-room furniture, stores find a trend to avoid complete sets or "suites" and to buy separate chairs and sofas.

More furniture now is available with the new dull-finish vinyl and other plastic tops. They are less distinguishable from wood than are glossy plastic tops. They are called "matted" or "matte" finish. At an extra charge of \$10 to \$15, for table and case tops, these plastic finishes are a good choice, especially for families with children.

DURABLE PRESS SHEETS, DRAPES: No-iron sheets and cases, made of a blend of polyester and cotton fiber, have come down in price. The durable-press sheets are available in current sales for as little as \$2.50 compared to \$3.50 to \$4 a year ago.

Another useful development is durable press table cloths, curtains, draperies, and bedspreads. These items do need ironing, except for the popular sunproof and flameproof glass fiber curtains. Glass fiber, however, is less resistant to abrasion than

the newer polyester-cotton durable press curtains, and also needs handwashing. Durable-press materials can be machine-washed, but are somewhat more difficult to sew, and are stiffer, with less draping quality than glass fiber.

TIRES: Prices of tires are up 3 to 10 per cent this year. Tires are available at reduced prices in winter clearances. But some of the manufacturers and retailers are advertising a low price like \$12 or \$15 for 650x13 size tires which are used only by the smaller cars. For tires for standard-size cars the price jumps disproportionately to \$20 and more. Usually the difference in cost between tires of adjacent sizes should be no more than \$2 or \$3.

FOOD BUYING CALENDAR:

Pork prices are relatively reasonable this winter. Stores especially have been featuring specials on hams and loin roasts, but still charge high prices for center-cut chops. End roasts at half the price of center-cut chops are the better value.

Other good pork buys are ready-to-eat hams and Boston butts. Best buy in poultry is the larger roasting chicken.

Eggs, an outstanding value all year, now are getting even cheaper as spring approaches. The large eggs now are better buys than the mediums. Another good value in an alternative to meat is canned tuna—in large supply this year.

Susan Kayman, home economist at the Hyde Park, Chicago, co-op, reports that the new formula cake mixes you may have seen in the stores, called "batter" cake mix, are a genuine improvement.

Few can match income standard

The Labor Department's updated city worker's family budget will be a new collective bargaining target, the AFLCIO's chief economist has predicted.

Only 25 per cent of America's families now earn the almost \$9,200 a year which the Labor Department said is needed for a "moderate standard of living," Nathaniel Goldfinger, federation director of research, reported.

He asserted, many do so only because they have more than one wage earner.

The budget, he said, provides "very few luxuries and amenities," but is still "quite a bit higher" than the average worker's income and national median family income.

The updated city worker family budget represents living standards that the average American family would like to have and is "a target to shoot for—something to strive for," he added.

THAT'S A FACT



THE GREEN YEARS!
THE LARGEST PUBLISHED ESTATE LEFT BY A WOMAN WAS 95 MILLION DOLLARS LEFT BY HETTY GREEN (1835-1916). SHE HAD A BALANCE OF OVER \$31,400,000 IN ONE BANK ALONE! IT IS REPORTED THAT SHE LIVED ON COLD PORRIDGE!

THE BIG IF!
IF YOU JOIN A REGULAR PURCHASE PLAN, YOU WILL BE ELIGIBLE TO BUY NEW HIGHER-INTEREST FREEDOM SHARES ONE-FOR-ONE WITH YOUR U.S. SAVINGS BONDS!



IT MAKES SENSE!
BUYING U.S. SAVINGS BONDS MAKES DOLLARS AND IT MAKES SENSE! WHY? BECAUSE YOU'RE HELPING YOUR COUNTRY WHILE YOU'RE HELPING YOURSELF!

Big savings firm's action opposed

Unions should remove any funds they have deposited with the giant California Federal Savings & Loan Association, for its refusal to use AFLCIO building maintenance contractors in Los Angeles, the Alameda County Central Labor Council agreed.

The Council endorsed a resolution from Service & Building Maintenance Employees Union Local 399 to "take the necessary action that would encourage labor unions to remove funds deposited in the California Federal Savings & Loan Association."

The firm, Local 399, wrote labor organizations throughout the state, has billions of dollars on deposit but refuses to employ an AFLCIO building maintenance contractor at its Los Angeles headquarters office building.

It asked individuals as well as unions to remove any money they may have on deposit with California Federal Savings & Loan.

Digest warned

The U.S. Post Office has warned the Reader's Digest that it is breaking postal rules.

An eight-page supplement praising the drug industry appeared in the November, 1967, Digest, identified on the cover page as an advertisement paid for by the Pharmaceuticals Manufacturing Association.

The same material is being circulated as a Reader's Digest reprint without being identified as advertising.

Timothy May, general counsel of the Post Office Department, notified the Digest that postal regulations prohibit circulation of advertisements that appear to be editorial matter.

Drug firms guilty of price fixing

Three big names in drug manufacturing have been convicted of antitrust law violations in conspiring to control production and distribution of more than \$1,000,000,000 worth of antibiotics.

A New York federal jury found that Bristol Myers, American Cyanamid and Charles Pfizer Company had fixed prices in an eight-year period from 1953 and 1961.

The companies, said the government, entered into an agreement in the mid-50s to produce and distribute certain antibiotics in a way that monopolized the market.

Pfizer and Cyanamid realized enormous profits on one antibiotic called "tetracycline," the government charged.

It said the cost to the firms of manufacturing 100 capsules was \$3.87, but the companies sold the same number to pharmacists for \$30.60, and the cost to the consumer was \$51.

Two other companies, Olin Mathieson and Upjohn, were named as co-conspirators in the proceedings but were not defendants in the case.

The maximum penalty is a fine of \$150,000 for each company—much less than their profits. However, purchasers now may sue for treble damages.

Fair enough

"My wife always agrees there's two sides to a question—hers and the wrong one."—International Teamster.

Tell 'em you saw it in the East Bay Labor Journal!

WESTERN TITLE GUARANTY COMPANY

BERKELEY . . . 841-7505
FREMONT . . . 797-4122
HAYWARD . . . 537-1165
LIVERMORE . . . 477-9120
OAKLAND . . . 893-8100
SAN LEANDRO . . . 483-4000

Getting Your MONEY'S WORTH

The electric fry pan can be a useful addition to your kitchen, especially if you have the counter space for it. It can even do dutch-oven jobs and roast (if the meat is seared first) and bake but with a very limited repertoire.

Consumers Union tested 29 models and found 28 Acceptable. All were of the type using buffet-type handles, judged by CU to be more convenient than those with a single long handle. The test results are carried in the February issue of Consumer Reports.

Consumers Union found relatively little difference in overall quality among the tested models. This means that you will probably want to make your selection for the individual features and characteristics that suit your special needs: size, shape, cooking surface, depth, covered depth, etc. You can find a serviceable model as low as \$17.50, although list prices for ten higher-rated models ran as high as \$36.95 (some lower-rated models cost more than \$17.50 too).

Consumer Reports cautions that whatever model you choose, remember they all pull a lot of power—1,000 to 1,465 watts. This makes it necessary to avoid using any other heating appliance on the same 15-ampere circuit. And if you use an extension cord, it should be a heavy-duty one—meaning at least 16-gauge wire. Even though the Acceptable models were found electrically safe, they should not be used outdoors, where you may be standing on a damp surface.

Try not to use metal spatulas on a nonstick coated surface. Most pans so-coated come with plastic spatulas: if yours does not, they're cheap and easy to buy.

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Credit Unions show big growth

Membership in the nation's 23,000 federal and state-chartered credit unions totaled 19,000,000 persons as of December 31, 1967, an increase of 1,365,000 over the year, the Health, Education & Welfare Department reported. Its Bureau of Federal Credit Unions estimated that total resources of all credit unions were \$12,800,000,000 December 31, up by \$1,200,000,000 in a year.

BURNETTS NEW LUCKY'S

2268 TELEGRAPH AVENUE

"For the Best in Italian Foods"

COCKTAIL LOUNGE

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POSTMASTER: PLEASE SEND CHANGE OF ADDRESS NOTICES, FORM 3579, TO 1622 EAST TWELFTH STREET, OAKLAND, CALIF. 94606.

BOOST THE LABEL!

BUY UNION LABEL PRODUCTS ONLY

When making purchases, always ask for the union label. If building a home or repairing one, see that the men doing the plumbing or steamfitting work, painting, etc., belong to the union. Ask to see their Card. Boost the union emblem and help yourself. Patronize and demand the following union cards:



Reward \$100.00
FOR INFORMATION LEADING TO ARREST AND CONVICTION OF ANY ONE WHO ROBS OR ASSAULTS A BUS DRIVER ON AC TRANSIT.
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Shopping center picket ban hit as curb on free speech

Peaceful picketing is a form of free speech and state trespass laws should not be allowed to bar it at shopping centers, the AFL-CIO told the Supreme Court.

The federation, in a friend-of-the-court brief, urged reversal of a Pennsylvania state court order banning picketing by the Meat Cutters at two Pittsburgh shopping centers.

The AFL-CIO brief described picketing as "one of the handful of basic rights that employees have at their disposal during a labor dispute."

The federation said the question is whether a state may use its trespass laws to prohibit peaceful picketing on a public thoroughfare in a privately-owned shopping center without violating the first and fourteenth amendments to the U.S. Constitution.

The employers argued that picketing with signs, as opposed to handbills, does not enjoy the full protection of the first amendment.

The AFL-CIO replied that a state cannot under the constitution close a public thoroughfare to peaceful picketing or handbilling on the grounds that the owner has the "unfettered discretion" to control informational activity "because of his property rights."

Data processing course

Learning how to live with computers will be one of the concerns for a new course "Introduction to Data Processing," to be offered by Laney College on Tuesday and Thursday evenings beginning February 6.

1968 challenge

A new 13-page COPE leaflet asks the question, "If We Blow the Elections of '68 . . . Can We Survive the Assault of '69?"

The leaflet describes what might be in store for workers and unions "if we fail to re-elect a liberal President, if we don't return our friends to the House and Senate, if there's a conservative take-over of Congress."

The pamphlet, publication number 178C, may be ordered in quantities at no charge, from COPE publications, 815 16th Street, N.W., Washington, D.C. 20006.

Carpenter pensions top \$20,000,000

Total pension benefits paid Northern California Carpenters in the nine and one-half years of their retirement program's existence climbed over \$20,000,000 on January 1.

Administrator Bruce Sutherland of the Carpenters Pension Trust Fund for Northern California said the program, largest in the United States construction industry, now pays benefits to 3,786 retired Carpenters in the northern counties.

It covers some 45,000 Carpenters working for 7,000 employers.

Present benefits range from \$100 to \$210 a month. They have been progressively raised over the years from the first minimum of \$30 a month.

Anti-discrimination laws

A Labor Department study shows that 11 states passed legislation in 1967 dealing with discrimination in employment and more than 500 state labor laws were enacted during the year.

More mental health aid needed, doctors tell Reagan

More — not less — service to the mentally ill is needed in California, a top-level survey group told the state administration.

At least twice and perhaps three times as many Californians need mental health help as are now getting it, the new Committee on Short-Doyle Contract Facilities disclosed.

Such facilities are located in California communities and receive state financial help under the pre-Reagan Short-Doyle Act.

After a survey of 30 of the 50 Short-Doyle mental health centers, the committee urged Reagan to give priority "to human suffering" in his mental health budget.

Dr. Gerald F. Jacobson, a San Francisco psychiatrist who heads the committee, said pointedly:

"The administration, in our opinion, is not fully aware of the public health dangers inherent in continued underfinancing of needed services."

Dr. Hyman Wyland, supervisor of the survey, said that despite any budget difficulties, "priorities must be given to human suffering."

Rumford group party set

"Spring With the Volunteers for Rumford," a gala party, will be held Saturday, March 2, from 8 p.m. to 1 a.m., at Good Hope Masonic Hall, 610 55th Street, Oakland. Volunteers for Rumford is a countywide group seeking former Assemblyman W. Byron Rumford's return to public office.

Look for the union shop card, ask for a union clerk to serve you, and demand the union label!

\$700,000 swells AFLCIO fund for aid in long copper strike

More than \$700,000 had poured into the AFLCIO's copper strike aid fund by this month to help 60,000 workers gain a fair contract in their months-long struggle with a stubborn industry.

The fund was instituted at the AFLCIO convention at Bal Harbour, Fla., in December. It is the first answer to AFLCIO President George Meany's plea for support in a strike he charged was provoked by the giants of the industry to "starve their workers into submission."

INDUSTRYWIDE FIGHT

The Steelworkers, 26 other AFLCIO unions and four which are not affiliates of the federation are striking the four large producers and seven smaller firms, which mine and smelt copper, lead and zinc.

The strike began July 15, involving the big four—Phelps Dodge, Kennecott, Anaconda and American Smelting & Refining Company—and four other companies. It has since spread as contract after contract expired without satisfactory company proposals.

The Steelworkers have charged that management is holding out in an effort to balk the union's industrywide bargaining aims.

EMPLOYER ACTION

After the AFLCIO convention had pledged full support to the strikers, Phelps Dodge broke a stalemate by offering 4,200 workers at its Arizona properties a settlement whose value it pegged at 63.7 cents an hour over three years.

The unions put the value at "significantly less than 50 cents" but made a counter-offer which management agreed to comment on after a Christmas recess in talks.

Kennecott returned to the con-

ference table for the first time in two months but a management spokesman indicated the company had no new proposals in mind.

UNIONS ON STRIKE

Besides the Steelworkers, the striking unions are the Auto Workers, Boilermakers, Bricklayers, Carpenters, Chemical Workers, International Brotherhood of Electrical Workers; Electrical, Radio & Machine Workers; Iron Workers, Laborers, Locomotive Engineers, Locomotive Firemen & Enginemen, Machinists, Molders, Office & Professional Employees, Office Employees Independent Union, Operating Engineers, Painters, Pattern Makers, Plumbers, Railway Trainmen, Railway Carmen, Railway Conductors, Sheet Metal Workers, Switchmen and Teamsters.

Companies struck besides the big four are American Metal Climax, Inc., Cerro Corp., Hecla Mining Co., Inspiration Consolidated Copper Co., Magma Copper Co., Miami Copper Co. and White Pine Copper Co.

The 11 firms own 61 mines, mills and smelters in 23 states. All the properties have been closed, and orders have been filled from stockpiles or from supplies imported from abroad and sold at premium prices.

December employment up

Employment continued to rise in December, the Labor Department's Bureau of Labor Statistics reports. Nonfarm payroll employment rose to 67,100,000, up 200,000 over seasonal expectations. Unemployment was lower than in November but equalled the December, 1966 level of 2,700,000.

This ad
Paid By:

Local 31
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Local 52
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The Six Culinary Unions In Alameda and Contra Costa Counties Have Combined Their Efforts To Organize the Unorganized Restaurant Chain Operations In the Two Counties

**THESE SIX UNIONS URGE YOU TO
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ALL McDONALDS DRIVE-INS

ALL RED BARNS

ALL JACK IN BOX

ALL KENTUCKY FRIED CHICKEN

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ALL DER WEINERSCHNITZELS

TOPPER STEAK HOUSES

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TWIN CASTLES

TACO BELLS

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A & W ROOT BEER—Oak. & Berk.

Employees working in the above establishments receive less than the Standard Union Contract Conditions on Wages, Fringes and Working Conditions.

Retail Clerks Local 870

CHARLES F. JONES

This is a reminder that all members who are covered under the Northern California Retail Clerks-Employers Funds (Health and Welfare), who wish to change medical or dental plans may do so during the open choice period, which is once a year. Those employees who wish to change plans or add dependents should come to the union office between January 15 and March 1, 1968. Any changes will become effective on April 1, 1968.

FOOD NEGOTIATIONS

The third and fourth meetings between the food employers and the five involved unions were held last week and another meeting is scheduled this week.

The first meeting with the representatives of the shoe industry and the union will be held this week.

We will keep you informed of our progress.

AFSCME, Local 371 'Info'

BY NAT DICKERSON

Custodians at U.C., Berkeley, were shocked at the rescinding of the order by Selective Service, to send Professor Noel Brann to the University of Kansas Medical Center to a janitorial job. His professorial position, nor high IQ should not from a democratic standpoint, give him as a "conscientious objector," any preference over the many others who have been subjected to "punitive measures." Some have even been sentenced to long terms of imprisonment. Here, at U.C., many of our professors, with Ph.D.'s and lesser degrees, have worked as janitors, or as custodians, to finance themselves through college. We custodians feel, that if the job is considered to be so degrading, we should be receiving "punitive pay," as well as the remuneration we get for doing the work.

After a lapse of several issues, we welcome the return of the Local 371 Newsletter. All credit is due Brother Henry Murphy Jr., vice president of the Local, and Bob McLane, Council 49 Area Representative and Business Agent of Local 371. The revival of this publication gives a source of vital information, to all members of the local, including those who never, or seldom, attend meetings.

There is so much important information to be purveyed to

our membership that Brother Lyman, with his meeting notices, and I, with the column, are unable to do it all. This is solved by the Newsletter. Although our last meeting was well attended, we are still begging for a greater participation of our members. Please note meeting notices, in each issue of the East Bay Labor Journal.

Steel Machinists 1304

BY DAVE ARCA

Hi. Strang things are happening. Employer attitudes, especially in the Copper Strike, forecast hard times for Steelworkers. Negotiations with Can Companies are in progress. Negotiations with Basic Steel is pending. All converge to compel Steelworkers into extraordinary measures.

The International Executive Board has recommended rank and file Steelworkers finance a Strike and Defense Fund, combined with a graduated dues increase. Consequently, a one day Special Convention is called for March 20 at Atlantic City. Unfortunately, the Special Convention is only six months before the regular Convention in September.

Somehow, it seems unsuitable to schedule a Special Convention so close to a Regular Convention. The double Delegate expenditures will drain sizeable sums from Local Unions. Expenses and Convention costs of the International will be sizeable too. Ironically, a dues increase was proposed at the Convention of 1966. The Delegates were told then, an increase was "unnecessary."

We agree International Unions should be able to subsidize members on strike. However, the present proposal comes at an inappropriate time for Local 1304. Our major contracts are opening for renegotiating. The natural animosity of members to dues increases, is certain to complicate our contests with Employers. If adversity builds character, Local 1304 should have a full complement of characters to contend with in 1968. Okay? Okay?

Red Cross liaison post

Hugh W. Sheehan has been appointed AFLCIO Community Services liaison with the American Red Cross in the western area. He succeeds Joseph Rodell who has retired. His headquarters will be in San Francisco.

Adult Day School

Registrations for spring semester at the Adult Day School, 6901 Foothill Boulevard, Oakland, opens January 31.

Keep your cash

DENTAL PLATES

on approved credit

Pay absolutely **NOTHING** for 3 months

SAVE

VERY
LOW
PRICES

WE TRY TO LIMIT OUR WORK TO THE MAKING OF
DENTAL PLATES, PARTIAL PLATES AND
REMOVABLE BRIDGES

DR. J. C. CAMPBELL

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Berkeley: 2618 Shattuck Avenue Phone THornwall 3-7683
Richmond: 1100 Macdonald Avenue Phone BEacon 4-2844
Office Hours: 9:00 A.M. to 6 P.M. Mon. thru Fri. Closed Saturday



WRITTEN ON a sheepskin scroll in English, Arabic and Hebrew is labor's strong opposition to aggression against Israel as stated by AFL-CIO President George Meany during the June Mideast war. The scroll was presented to

Meany, (left) by Amos Eiran, Israeli embassy labor attache, and is the gift of Yerucham Meshel, chairman of the trade union department of Histadrut, the Israeli labor federation in appreciation of the AFLCIO stand.

Carpenters Credit Union

BY PAUL HUDGINS

Financial success has to start with a savings program. Before you can "invest" in a profitable venture, you have to save up the money.

The easiest method is to just put a part of every full paycheck into your credit union share account.

Life insurance matching your shares balance is worth money to you. It would cost plenty to go out and buy comparable coverage. In your credit union it costs you nothing. The credit union pays for it.

Low cost loans are the principle reason for having a credit union. Interest rates are lower than anywhere else, on signature loans. Your maximum cost is one per cent per month on decreasing balances.

\$6.50 per \$100 per year is your maximum cost on any loan correctly repaid in 12 or more equal monthly installments, in this credit union.

Regular savings make it easy to get a quick emergency loan whenever needed. If you need a little more than you have saved up, we can complete the loan within seven minutes. If you need ten times as much as you have saved, we may be able to make the loan within 24 hours. After you have established credit here, we can make large loans fast. On the first loan far in excess of savings, we have to have time to process the papers.

Your savings will do you more good in your own credit union, and you can save many dollars on "cost of credit" and financing. Your credit union exists only to serve you.

Dividends for 1967 are now being added to all share accounts.

When you start saving regularly you begin to be successful.

Benefit increases larger

Union-negotiated benefit increases averaged 5.6 per cent in major contract settlements last year, nearly one-fourth higher than the 4.5 per cent median increase in 1966 settlements, the Bureau of Labor Statistics reported.

Typographical Auxiliary

BY ERMINA SULLIVAN

Our next meeting, Feb. 1, will be held at Mae Marquand's home, 68 Manzanita Road, Fairfax, at 10:30 a.m. No sandwiches. Mae likes February for a twofold purpose: it celebrates Valentine's Day as well as her birthday.

We were grieved to learn of the sudden passing of Mae's son-in-law. Our heartfelt thoughts go out to her and to her daughter and family.

To get to Mae's home, follow Sir Francis Drake Highway to Fairfax, turn left onto Bolinas, right onto Frustic and continue to Manzanita. Look for number 68, and that's it. Or phone 456-9914 from Fairfax and Mae will guide you.

We join with the rest of the labor movement in working for a speedy and favorable settlement of the mailers' union strike against the San Francisco Chronicle and Examiner.

"Spend union earned money for union labor products and services."

CARPENTERS



Carpenters Credit Union of the Greater Bay Area

Payments including interest and
Loan Protection Insurance

Loan	12 mo.	24 mo.	36 mo.
\$ 100	8.88	4.71	
300	26.63	14.13	9.96
500	44.38	23.54	16.60
1000	88.75	47.07	33.20

PAUL HUDGINS, Manager

533-3889

3361 MacArthur Blvd.
Oakland, Calif. 94602



OFFICIAL UNION NOTICES

STEAMFITTERS 342

SPECIAL NOTICE

Our next membership meeting to be held February 1, 1968 has been designated as a Special Called meeting for the purpose of acting on the recommendations of the Union Officer's meeting held January 25. Some of their recommendations will be either a dues increase or a working assessment applicable to employed members. As this is very important, please make arrangements to be present at this meeting.

Fraternally,
JAMES MARTIN,
Bus. Mgr.

PAINT MAKERS 1101

The next Regular Meeting of your Union will be February 20, 1968 in Hall "C," Labor Temple, 2315 Valdez St., Oakland at 8 p.m.

Election for the unexpired term of Recording Secretary will be conducted in the Union Office from 2 p.m. to 9 p.m., same date, Feb. 20, 1968. We urge all of you to cast your ballot for the nominee of your choice.

Nominated were: Carl Lawler and William Boardman.

POLLS OPEN FOR ELECTION OF RECORDING SECRETARY
2 p.m. to 9 p.m., Union Office, 2315 Valdez St., Room 104, Oakland, California.

REGULAR MEETING
8 p.m., Hall "C," Labor Temple, 2315 Valdez St., Oakland, California.

Fraternally,
CARL LAWLER,
Acting Rec.-Sec.

CARPENTERS 36

The regular meetings of Carpenters Local 36 are held the first and third Thursday of each month at 761 12th St., Oakland, Calif., at 8 p.m.

The office hours of the Financial Secretary's Office shall be 8 a.m. to 5 p.m. Monday through Thursday. Friday this office closes at 1 p.m.

Blood Bank Assessment No. 11 in the amount of \$1 is due and payable.

The Educational Committee will meet the fourth Wednesday at 7:30 p.m.

The Steward's committee meets the fourth Thursday at 7:30 p.m.

Fraternally,
CLAUDE W. DILLON,
Rec. Sec.

AUTO & SHIP PAINTERS 1176

Auto, Marine & Specialty Painters 1176 meets on the first and third Tuesdays of every month in Room H, Labor Temple, 2315 Valdez Street, Oakland, at 8 p.m.

Fraternally,
LESLIE K. MOORE,
Bus. Rep.

PRINTING SPECIALTIES 382

Meeting second Friday of the month at 8 p.m., 2267 Telegraph Ave., Oakland.

Fraternally,
JOHN FERRO,
Secty.

AUTOMOTIVE MACHINISTS 1546

The regular meetings of Lodge 1546 are held on the first and third Tuesdays of each month at the hour of 8 p.m. at our building at 10260 MacArthur Blvd., Oakland.

There will be a special order of business at the regular meeting of February 20, 1968 for acting on setting aside the amount of \$3,500 for annual Local Lodge 1546 Picnic.

There will also be a special order of business at the regular meeting of February 20, 1968 for acting on setting aside the amount of \$3,500 for our annual veterans party, to present certificates and pins to our veteran members.

Fraternally,
LEVIN CHARLES,
Rec.-Sec.

STEEL MACHINISTS 1304

Regular meeting Thursday, February 1, at 8 p.m. Executive Board meets at 6:30 p.m. A Special Constitutional Convention has been called by the International. The Agenda will involve a graduated dues increase, and member financing of an International Strike and Defense Fund. A Special Called Meeting for 1304 members is scheduled for Sunday, February 18. Please check with your Steward for further details.

Fraternally,
DAVE ARCA,
Rec.-Sec.

CARPET & LINOLEUM 1290

The next regular meeting of Carpet, Linoleum and Soft Tile Workers Local 1290 will be held Thursday, January 25, 1968, Hall "C," 8 p.m., 2315 Valdez St., Oakland. Please attend.

National Conference deaths are now due and payable through NC 279."

Fraternally,
G. A. MCINTIRE,
Rec. Sec.

GOVERNMENT EMPLOYEES 3

General membership meeting Hall C, Labor Temple, 2315 Valdez St., Oakland, the fourth Friday of the month, 8 p.m.

Fraternally,
JOAN WILSON,
Bus. Rep.

BUILDING SERVICE 18

Meeting date fourth Friday of each month. Regular meeting at 7 p.m. at the Cooks Hall, 1608 Webster St., Oakland, Calif.

Fraternally,
VICTOR C. BRANDT,
Sec.-Bus. Rep.

BERKELEY CARPENTERS 1158

Regular meetings are held the first and third Thursday of each month at Finnish Brotherhood Hall, 1970 Chestnut St., Berkeley. Effective July 1, 1967, the dues of Carpenters Local 1158 are \$8.50 per month.

Fraternally,
NICK J. AFDAMQ,
Rec. Sec.

E. B. MUNI EMPLOYEES 390

FAIRMONT HOSPITAL 390GF
Thursday, January 25, 7:30 p.m. union office, 150 Grand Avenue, Oakland, Suite 102.

390 PROBATION CHAPTER
Wednesday, January 31, 12 noon, training room.

CITY OF BERKELEY 390
Tuesday, February 6, 4:30 p.m., corporation yard.

SOUTH COUNTY SCHOOLS 390H
Wednesday, February 7, 8 p.m., Castro Valley High School.

GENERAL AND EXECUTIVE BOARD MEETING
Thursday, February 8, 7:30 p.m., union office, 150 Grand Avenue, Oakland, Suite 102.

PORTE OF OAKLAND 390P
Tuesday, February 13, 7:30 p.m., union office, 150 Grand Avenue, Oakland, Suite 102.

CITY OF RICHMOND 390D & DP
Wednesday, February 14, 7:30 p.m., corporation yard.

CITY OF EL CERRITO 390C
Monday, February 19, 4:30 p.m., corporation yard.

CITY OF OAKLAND 390F
Wednesday, February 21, 5 p.m., union office, 150 Grand Avenue, Oakland, Suite 102.

FAIRMONT HOSPITAL 390GF

Thursday, February 22, 7:30 p.m., union office, 150 Grand Avenue, Oakland, Suite 102.

HIGHLAND HOSPITAL 390GH

Wednesday, February 28, 8 p.m., union office, 150 Grand Avenue, Oakland, Suite 102.

Fraternally,
R. J. KRAUSE,
Pres.

UNITED STEELWORKERS 4468

Regular meetings held second Saturday of each month at 10 a.m. at Eagles Hall, 1228 86th Ave., Oakland.

Fraternally,
FRANK V. MCINTOSH,
Rec. Sec.

STEELWORKERS 1798

Regular Membership Meeting, Friday, January 26, 1968, 8 p.m., Eagles Hall, 1228 36th Ave., Oakland, Calif.

Fraternally,
EDWARD M. SOTO,
Rec. Sec.

SHIPWRIGHTS 1149

Regular meetings of Local Union No. 1149 will be held at 8 p.m. the first Monday of each month at 2085 Third St., San Francisco, and the third Monday of each month at 115 Broadway, Oakland.

To renew membership in Local 1149's Blood Bank for 1968, send \$2 before March 31, 1968.

Fraternally,
JAMES ALLAN,
Rec. Sec.

PRINTING SPECIALTIES 678

Meeting second Thursday of each month at 8 p.m., Cannery Workers Hall, 492 C Street, Hayward.

Fraternally,
AL CHASMAR,
Sec.

ALAMEDA CARPENTERS 194

Carpenters Local No. 194 meets each first and third Monday evenings of the month at 8 p.m. The meeting place is the Veterans Memorial Building, 2201 Central Ave., Alameda.

Refreshments are served following the first meeting of the month in the canteen for all present. You are urged to attend your local's meeting.

Fraternally,
F. M. GLADDEN,
Rec. Sec.

MEDICAL ARTS PHARMACY RENO TOUR

HAYWARD TO RENO PACKAGE—ALTERNATE SATURDAYS

24-Hour Package Includes Transportation and Accommodations

EFFECTIVE JAN. 6, 1968 — CASH IN ADVANCE \$20

CHARLES RAMOS 538-1014 HAROLD COULTER

HAYWARD CARPENTERS 1622

The office of the financial secretary is open from 8 a.m. to 5 p.m. on Mondays, Tuesdays, and Wednesdays and from 8 a.m. to 8 p.m. on Thursdays.

The stewards' meetings are held on the second Tuesday of each month at 7:30 p.m. The stewards' training program will be held in conjunction with the stewards' meeting.

Carpenters Federal Credit Union will hold their Annual membership meeting on Thursday evening, January 18, 1968 from 7:30 p.m. until 9:30 p.m. at the Labor Temple, 1050 Mattox Road, Hayward.

All members and their wives of Carpenters Local Union 1622 are invited to attend this meeting.

The meeting of Thursday, January 25, 1968 will be a special called meeting for the specific purpose of reconsidering the expense money paid to the Business Representatives.

Section 2 of our Local Union By-laws has been amended to read: "Carpenters Local Union 1622 will hold their regular meetings on the second and fourth Thursdays of each month."

Our social event will be held on the fourth Thursday of each month following regular meeting.

All offices of the local Union will close at 1 p.m. on Friday.

Our blood bank is in need of donors. The local union will pay \$15 for each pint of blood donated. For information, inquire at the office of the financial secretary.

Fraternally,
A. W. RICE,
Rec. Sec.

BARBERS 134

The next regular union meeting will be held Thursday, Jan. 25, 1968 at 8 p.m. in the Labor Temple, 2315 Valdez St., Oakland.

IMPORTANT

The petition to raise adult haircuts will be read for the third time and voted on at the January 25, 1968 union meeting. Please plan to attend.

Fraternally,
AL DOYLE,
Sec.-Treas.

PUBLIC EMPLOYEES 1675

Regular membership and Executive Board meetings of Alameda County units of Public Employees Union, Local 1675, American Federation of State, County and Municipal Employees, are held as follows:

HAYWARD UNIFIED SCHOOLS

Meets at 10 a.m. on the fourth Saturday of each month in the maintenance yard of the school district, 24400 Amador St.

E.B. REGIONAL PARKS

Meets at 8 p.m. on the first Wednesday of each month at the Lake Temescal Club House.

OAKLAND RECREATION DEPT.

Meets at 10 a.m. on the fourth Saturday of each month at Brookfield Village.

ALAMEDA UNIFIED SCHOOLS

Meets at 1 p.m. on the second Saturday of each month in the cafeteria of Encinal School.

FREMONT SCHOOLS

Meets at 2 p.m. on the fourth Saturday of each month at Blacow School.

SAN LEANDRO SCHOOLS

Meets at 10 a.m. on the third Saturday of each month at Woodrow Wilson School. The Executive Board of the unit meets the Thursday before each meeting at 7 p.m. at Bancroft Junior High School, Alameda.

BERKELEY SCHOOLS

Meets at 10 a.m. on the second Saturday of each month at Whittier School. Executive Board meetings are held at Whittier School at 9:30 a.m. on the morning of the membership meetings.

Fraternally,
HENRY L. CLARKE,
Bus. Mgr.

SCHOOL EMPLOYEES 257

The regular meeting of the Oakland, Calif., Unified School Employees Local Union No. 257 will be held on Saturday, February 17, 1968 at 1918 Grove Street, Oakland, Calif. This date is in connection with the long weekend of the holiday of Monday, February 12, 1968, which is why the meeting is changed from the second Saturday for February only. Meeting at 10:30 a.m., the Executive Board will meet at 8 a.m. All new and old elected Board members please take note.

Fraternally,
HAROLD BENNER,
Exec. Sec.

RUBBER WORKERS 64

Regular meetings will be held on the second Saturday of each month at 6 p.m. at the Auto Workers Hall, 1406 Seminary Ave., Oakland.

Executive Board meetings will be held at 5 p.m. at the Union Office, 1638 E. 14th St., Oakland.

The shop stewards' meetings will be held at 5 o'clock at the same address.

Fraternally,
JOHN M. WETZLER,
Sec.

PRINTING SPECIALTIES 677

Meeting second Tuesday of each month at 8 p.m., Richmond Memorial Auditorium, Nevin Avenue Terrace, Farallon Room.

Fraternally,
TOM WILKINS,
Sec.

Poverty workers vote for Local 1675

A substantial majority of the employees of the Economic Opportunity Organization-Berkeley Area has voted for representation by 2,200-member Public Employees Local 1675.

They voted 26 to 17 against no representation in what union spokesmen called a breakthrough in the organization of northern California poverty workers.

Local 1675 Business Manager Hank Clarke said the union would immediately begin negotiating for a contract covering wages and working conditions.

EAST BAY LABOR JOURNAL



FOUNDED APRIL 3, 1926 . . . Only Official Publication of Central Labor Council — AFL-CIO and Building Trades Council of Alameda County AFLCIO.

146

42nd Year, Number 45

January 26, 1968

JOHN M. ESHLEMAN, Editor

1622 East Twelfth Street, Oakland, Calif.

Phone 261-3981

COPE is the answer to GOP victory hope

A prime example of the power of the Congressional conservatives in the present Congress is the final form in which the Social Security bill emerged late in the 1967 session.

Their power is the best reason why working people should support COPE in 1968 as never before—or what this Congress has done will look by comparison with the next like a shining record of progressive legislation.

And, if new threats of reaction face us on the national level, the state picture will be no better if working people do not rally behind COPE-endorsed candidates and issues.

The Republican National Committee boasts in the current edition of its publication that the GOP controls both houses in the legislatures of 18 of the 50 states, compared to only seven after the 1964 elections.

Senator Everett McKinley Dirksen, "Mr. Republican," predicts in the same edition that in 1968 the voters will turn back "the Great Society's abuses and excesses." Which means he hopes the GOP will get enough added strength in this year's elections to cut back the domestic anti-poverty, welfare and other programs which are essential for working people's wellbeing.

Take a look at what the House reactionaries did to Social Security last month. The inadequate benefit raises, slashed from what the administration and labor had asked and the Senate had approved, still leaves some 6,000,000 aged in poverty.

If that provision of the bill is inadequate, its strictures and penalties on welfare recipients are punitive. Its freeze on aid to needy children will, the Department of Health, Education & Welfare estimates, cut some 300,000 children off from assistance by July 1.

It forces young mothers, whose husbands are dead, disabled or absent, to accept work training or lose their portion of public assistance. This, despite the widespread lack of day care facilities for their children.

The GOP-Southern Democratic coalition was able to defeat or weaken more than a dozen of President Johnson's proposals in 1967 on such key issues as rent supplements, model cities, foreign aid, anti-poverty funds and others.

And it wrote in a mandatory slash in the money which the nation may spend on such needed projects, apparently agreeing with Dirksen's claim that we can't afford "both guns and butter."

Give the Republicans the added national strength they hope for and working people can expect a whole new offensive against them—including a push for anti-trust regulation of unions and other onerous restrictions on their ability to improve working conditions and wages.

And, allow the reactionaries to take more power in California and the present state administration's dollar-oriented approach to services to the people will make even more headway.

"Right-to-work" is an ever-present threat. Open shippers in neighboring states have predicted that California soon will have to fight that battle all over again.

The answer is COPE.

Drug miracle--prices cut

When George S. Squibb, former vice president of E. R. Squibb & Sons, suggested that the drug manufacturers should reduce some unconscionably high prices, he raised a flurry in the industry.

The Pharmaceutical Manufacturers Association announced coldly that Squibb spoke only for himself when he talked "of more and more profits from the miseries of the sick, the aged and the malnourished . . ."

Obviously, the industry wasn't enthusiastic about Squibb's prediction that if it didn't trim some of the fat off its prescription drug prices, government would be forced to regulate it like a public utility.

The prospects of any voluntary price reductions seemed remote, but this month the miracle seems to have happened. Two drug firms have cut their prices on an arthritis drug by 40 and 80 per cent.

The reductions came after the Senate Monopoly Subcommittee, which is looking into drug prices, had asked the two firms how they could charge 20 times as much for its same medicine under brand names than it cost under its generic names.

Their subsequent action is encouraging.

But it's just a start. Working people and consumers must keep up their pressure on their elected representatives to complete the job which badly needs completing.

'We've Got a Lot of Work Left'



HIRING DISCRIMINATION LAID TO PUBLIC AGENCIES

A high rate of discrimination complaints against public agencies was reported by C. L. Dellums of Oakland in testimony before an Assembly committee.

Dellums is a member of the State Fair Employment Practices Commission. He is also vice-president of the AFL-CIO Brotherhood of Sleeping Car Porters and a veteran delegate to the Alameda County Central Labor Council.

In testimony before the Assembly Committee on Governmental Efficiency, Dellums said that about one in every five cases handled by the FEPC in eight years "involved charges of discrimination by a public agency"—higher than the proportion of public to private workers.

There have been about 6,100 cases handled by the FEPC in its eight years of existence.

Dellums urged that both written and oral civil service exams be used more sparingly to avoid discrimination. He also suggested that public agencies be denied the privilege of choosing from the top three persons on a civil service eligibility list.

"Negroes who have been No. 1 on eligibility lists," Dellums declared, "are known to have been referred 20 or more times without being selected."

Aileen Hernandez of San Francisco, former member of both the State FEPC and the U.S. Equal Employment Opportunity Commission, said that in comparison with whites, the proportion of unemployed Negroes is rising.

Fifty-three per cent of the Negroes in Oakland and 55 per cent in San Francisco live in areas of high unemployment and low earning power, Mrs. Hernandez said.

Twenty per cent of unemployed persons are Negroes, and of those working, 26 per cent hold menial, low-paid jobs, according to Mrs. Hernandez.

She said members of minority groups do not aspire to professional jobs because they have been led to believe they can't attain such jobs. She blamed

schools and textbooks, adding that practices of Negro doctors and lawyers are largely restricted to persons of their own race.

Clifton Jeffers, president of a chapter of the National Association for the Advancement of Colored People, urged that the Golden Gate Bridge and Highway District be dissolved because of its hiring practices.

Charging discrimination by the Golden Gate district, Jeffers asked that the bridge be turned over to the State Division of Bay Toll Crossings.

It's what's known as penny wise

The raging flames that swept over thousands of acres of Orange County destroying millions of dollars of valuable watershed and homes recently vividly pointed up another absurdity of Governor Reagan's controversial economy drive.

When Reagan ordered his 10 per cent cut in state employees, Orange County, for instance, had two state operated lookout stations and one run by the federal government.

Reagan's hatchet fell, the two state lookout stations were closed, and the one federal station was left to watch for brush and forest fires over all of Orange County.

Grand total savings for the state's taxpayers of around \$20,000!

Fire officials point out that all the lookout stations in the world wouldn't have helped stem the holocaust fanned by the whistling Santa Ana winds.

But they added rather glumly that the average brush fire—unless spotted and put out quickly—costs about half a million dollars to the taxpayers.

And they think the Reagan move was "ridiculous."

It's a good point on which we strongly agree. — Valley Labor Citizen.

OPINIONS

You Write 'Em . . .

We Run 'Em!

TEACHERS AGREE ON TEXTBOOKS

Editor, Labor Journal:

Your editorial on the treatment of labor unions in public school textbooks (January 5, 1968) describes precisely the dilemma in which many teachers find themselves. Most textbooks simply distort the facts about the labor movement.

Because I felt that our legislators in Sacramento should be aware of this problem, I took the liberty to make copies of your editorial and am mailing them to every Assemblyman and Senator.

WILLIAM D. PLOSSER,
Legislative Advocate,
Calif. Fed. of Teachers

ENDS INEQUITY

The decision of the Internal Revenue Service revoking the tax-exempt status of The National Geographic, Nation's Business, and The Journal of the American Medical Association corrects a long-standing inequity.

These three publications, and the 700 others with gross advertising revenues of about \$110 million, are profitable enterprises well able to compete without unfair tax advantages.

Each of the magazines competes in a field with other magazines that have had to pay income tax on advertising revenues. Perhaps there was a time when tax exemption was justified for the journals of the societies and associations, but the time of great need is long past.—Washington Teamster.

COST OF BIAS

If Negroes today had the same skills as other Americans, and if they were free from discrimination in employment, our Gross National Product would become \$30 billion higher.—Pres. Johnson.



WHEN NEW YEAR'S came, these locked out Pressmen wished a Happy New Year to George Hearst, publisher of the Los Angeles Herald-Express. They had worked a total of 167 years for Hearst until the paper reacted to a Guild and Machinists strike by hiring strikebreakers.

Labor rallies against threat of imported strikebreakers

Continued from page 1

sentatives, struck January 5 against Printco, the jointly owned operating firm of the Chronicle and Hearst Examiner.

Eleven other unions are backing them up in full unity, and both papers are down tight. A total of 2,700 newspaper employees are out.

One of the 11 unions, Lithographers & Photoengravers Local 8P, has asked strike sanction against Printco and the Tribune, which have been engaged in joint negotiations with the unions, along with the San Jose Mercury-News papers.

POWER TO ACT

The Alameda County Central Labor Council referred the sanction request against the Tribune to its executive board with full power to act.

A similar request for Tribune strike sanction by the Mailers had previously been placed in the hands of Executive Secretary - Treasurer Richard K. Groulx. The Mailers also have sanction in San Jose.

Neither union would comment on the possibility that the strike would spread to Oakland or San Jose. Ex-Senator Knowland's bulletin board memo declared:

"In the event of willful failure to report, and work, we shall take whatever steps are required to maintain an essential work force, however distasteful this may be to the employees who may be permanently replaced thereby."

In Los Angeles, strike leaders reported that 53 persons in the International Typographical Union

NLRB moves fast in employer case

The National Labor Relations Board, which often takes years to right employer wrongs inflicted on working people, moved quickly in the newspaper employers' case.

It asked a federal court injunction against the San Francisco-Oakland Newspaper Guild, Newspaper Drivers 921 and nine striking or locked out Los Angeles newspaper unions.

It asks prohibition of any more of the informational picketing by Los Angeles unionists at San Francisco Examiner headquarters which preceded the Mailers' strike.

The NLRB, acting on a management complaint, claimed the picketing and refusal by San Francisco workers to cross picket lines amounted to an illegal secondary boycott.

ion's file of professional strikebreakers had been identified among the some 200 scabs at the Herald-Examiner.

In San Francisco, where labor some years ago won a city ordinance against imported professional scabs, the labor movement plans to seek similar legislation from the state Legislature to outlaw the "evil of utilizing professional scabs in labor disputes."

As Los Angeles labor readied its war on scabs, negotiations with the Herald-Examiner were resumed by the striking Newspaper Guild, but only insignificant progress was reported.

Kaiser culinary accord sought

A committee representing unions with Kaiser Health Plan care was set up by Alameda County Central Labor Council President Russell Crowell this week to resolve a culinary union dispute with the Oakland Kaiser Hospital.

Jack Faber of the Local Joint Board of Culinary Workers & Bartenders asked for the committee. He reported that the joint board had been in negotiations with Kaiser since July with no agreement. It has received council strike sanction.

Basic to the dispute, he said, is Kaiser's insistence of paying the lower wage scales for its new electronic cooking process. The hospital is phasing out older food operations in favor of the new process using frozen meals.

Rather than use strike sanction at the hospital where most patients are union members, Faber said, the joint board would rather try for a solution with the help of Kaiser care unions.

Pickets march at airport plant

Pickets are marching at the American Electro Finishing plant at Oakland Airport, charging company refusal to bargain with Metal Polishers & Platers Local 128.

Business Agent Bill Zarevich told the Alameda County Central Labor Council that the union had won a National Labor Relations Board election at the plant after organizing the employees.

But, in several meetings for negotiations, he said, the company would not discuss contract terms and would make no offers.

Hern subpoenaed, hearing scheduled in suit by labor

Governor Reagan's labor commissioner, William Hern has been served and subpoenaed to testify in labor's suit to end his refusal to handle union members' pay claims.

First hearing in the court action by the Alameda County Central Labor Council and the State Council of Carpenters is set for Tuesday, February 20 in San Francisco superior court.

NEW POLICY

Hern, first man from management ever to hold his post, issued instructions last April that unionists claims for unpaid wages and benefit contributions should be sent back to their unions for action.

Ostensibly, this is for union prosecution of the claims via grievance or arbitration procedure—which labor points out is unfitted for the state's job of investigating and imposing penalties on defaulting employers.

REFUSE ALL

However, labor attorney Victor Van Bourg, who filed the suit, charged bluntly at last week's Oakland conference on labor law that the state's policy actually is to refuse claims of all union members, whether or not they have grievance-arbitration contract provisions.

"We have data that the policy is to refuse union members period," he told the conference.

"We will have to prove it in court and it will be embarrassing for some of the people we will subpoena."

The suit is a petition for a writ of mandamus to force Hern's Department of Labor Law Enforcement to accept and prosecute pay claims of all workers as all previous administrations have done.

It points to Labor Code requirement for the state to investigate and act on pay claims, without distinction. The petitions have charged that refusal to accept union members' claims discriminates against them in favor of non-union workers.

EBMUD union is backed on pension

Continued from page 1

higher percentage of higher-bracket pension benefits under the district plan than for lower-paid workers.

The district retirement board, made up of the general manager, two directors and two elected employee representatives voted to stay out of the state system. The union asks that it rescind the decision.

The union's proposal, seconded by the council, also calls on the district to call a meeting of all interested employees jointly with the union to discuss the issues.

Senior citizens march to protest Digest article

Thousands of elderly men and women marched in rain and snow to protest a Reader's Digest article on social security which has been denounced by government and congressional experts as "misleading" half truths.

The 11-city demonstration, including a march by 1,500 elderly men and women in front of the magazine's New York office, was sponsored by the National Council of Senior Citizens.

The protesters called for an opportunity to refute in print the article, "How Secure Is Your Social Security," which appeared in the October issue of the Digest.

Tell 'em you saw it in the East Bay Labor Journal!

Unions urged to negotiate pay claim protection in contracts

Continued from page 1

members' claim and discuss his views on the whole range of labor law and its enforcement.

Hern withdrew, however, and management attorney Laurence P. Corbett took his place, not Corbett emphasized, to back up Hern's position but to express his own viewpoint.

Van Bourg suggested new contract language specify that claims not resulting from a dispute over interpretation or application of the agreement need not be processed under the grievance-arbitration section.

"We have always felt that the law already says that," he said, "and there never was a need for this type of language before, but the state's policy now makes it necessary."

BACK TO UNION

Hern's policy, first formulated last April, is to refer wage claims back to union grievance procedure which, Van Bourg pointed out, is not equipped to collect them.

Previous state administrations for decades have accepted the state's responsibility to use its investigative and penalty powers to collect unpaid wages or benefit contributions of which workers are shortchanged.

A key to the new policy's lack of validity, Van Bourg said, is in Section 229 of the Labor Code, declaring:

"Actions to force the provisions of this article for the collection of due and unpaid wages claimed by an individual may be maintained without regard to the existence of any private agreement to arbitrate. This section shall not apply to claims involving any dispute concerning the interpretation of any collective bargaining agreement containing such an arbitration agreement."

"The labor commissioner is using the second sentence of the section to escape the first one," Van Bourg commented.

MUST INVESTIGATE

Another Labor Code section in conflict with the new state policy, Van Bourg pointed out, is Section 217 requiring the labor commissioner "to inquire diligently for any violations of this article and, in cases which it deems proper shall institute actions for the penalties provided"

"It doesn't require investigation just in cases involving non-union workers but all," he declared. "And refusal of union members' claims robs the taxpayers where penalties are to be paid the state."

But, rather than investigate or even docket the case, the state now sends unionists' cases back to "exhaust all remedies" before there is a possibility of state action, he added.

THREAT IN LEGISLATURE

He recalled the defeat last April of Senate Bill 1312, introduced at the request of the Reagan administration and the labor commissioner, to prohibit state action on claims where there is union grievance machinery.

He warned, however, of the likelihood that a second attempt to legalize the policy of excluding

ing unionists' wage claims will be made in this year's Legislature.

SB 1312 had united labor opposition and was opposed by a "substantial number of employers who saw in the possibility of millions of dollars in arbitration costs," Van Bourg said.

"But when it was defeated," he added, "the labor commissioner took the position he would do what it said anyway."

Corbett suggested that the labor commissioner's thinking might be to channel claims back to labor-management relations where they can be solved at the first step.

CLEARCUT CASES

The employer attorney emphasized his clients expect labor commissioner proceedings to be limited to clearcut claims which appear to be criminal offenses. Employers will resist use of the labor commissioner's office to settle claims regarding contract application, he said.

"Unions don't run to the labor commissioner with claims," Van Bourg replied. "Usually when the business agent comes to the labor commissioner it's after he's been on the phone for days trying to get the boss to pay."

As to restricting state action to apparent criminal actions by employers, Van Bourg pointed out that labor wants to collect on non-willful failure to pay as well. It is, he noted "practically impossible" to convict a defaulting employer, anyway.

Chester Bartalini of the Bay Counties District Council of Carpenters declared during a question period that Hern has made it clear in speeches that he intends to exclude all union members, not those under grievance-arbitration contracts alone.

Richard Doyle, assistant administrator of the Carpenter's Northern California Trust Fund, pointed out that when the fund files a claim for non-payment of benefit contributions, it must also charge a willful violation with intent to defraud, something which is hard to prove.

Strange turn in UC grievances

The decision of an arbitration board whether or not to hear four University of California teaching assistants' grievances, has been passed up to the Berkeley chancellor for approval, their union reported this week.

Chancellor Roger Heyns, who now can veto the arbitration, is one of the parties to the grievance, representatives of UC Teachers Local 1570 added. And they don't know what the ruling was.

The four received "suspended suspensions" as students for violating a court injunction against anti-draft activity on the campus.

They must be students to hold teaching jobs, so they asked a student review board to take up the matter of their jobs. It bucked it to the arbitration board hearing, where they were told the matter had been before the previous hearing so it could not be reopened.

The arbitration board was to have announced whether or not to accept the grievance, however, Local 1570 said.

Instead, it passed its decision up to Heyns. He also can approve or reject the arbitration board's final ruling on the grievance—if it is ever made.

Papermakers head quits

Paul L. Phillips has resigned as president of the Papermakers and Paperworkers for reasons of health. He has been succeeded by Harry D. Sayre.